



CHILDERS RIFLE & PISTOL CLUB INC.

CODE OF CONDUCT

INTRODUCTION

This Code of Conduct (the Code) applies to all members of the Childers Rifle & Pistol Club Inc (the Club) as well as volunteers and visitors to the Club's premises.

The purpose of the Code is for the protection of all stakeholders in ensuring that every individual is treated with respect, dignity and fairness and assured of his/her safety by preventing discrimination, harassment, abuse, child abuse and/or any other form(s) of inappropriate behaviour.

The Code constitutes a By Law of the Club and may be amended from time to time by the Management Committee of the Club.

The Management Committee of the Club is empowered to take any and all appropriate disciplinary action against any person bound by the Code if breached.

It is the responsibility of all members to make themselves aware of the provisions of the Code at all time. Copies of the Code can be obtained from the Club's website.

CORE VALUES

The Code is based on the following core values and requires that all members are aware of and abide by these values:

- a) Honesty and integrity.
- b) Treat people with dignity and respect.
- c) Being responsive to the needs of others.
- d) Being open and transparent.
- e) Listen and communicate effectively.
- f) Accept full responsibility for one's actions.
- g) Be accountable for one's actions.
- h) Co-operate and work as a team.
- i) Value the health, wellbeing and safety of others.
- j) Value diversity.

STANDARDS OF BEHAVIOUR

The Code requires every person to whom it applies to adhere to the following standards of behaviour:

- a) Be a positive role model and promote the Club and the sport of pistol shooting in a positive light.

- b) Act in a manner that is ethical, fair, and honest in all dealings with others.
 - c) Treat everyone with respect and courtesy, having proper regard for their dignity, privacy, rights and obligations.
 - d) Place, at all times, the safety and welfare of others, particularly children, above all other considerations.
 - e) Comply with the Club's constitution, rules, By Laws, and policies, including the Code.
 - f) Operate within the rules of the sport and in the spirit of fair play and good sportsmanship.
 - g) Comply with all Australian laws, both federal and state, particularly, anti-discrimination, harassment and child protection laws.
 - h) Do not discriminate against any person on the grounds of age, gender, race/nationality, sexual orientation or any other category other than that person's merit.
 - i) Act responsibly and be accountable for your actions.
 - j) Do not engage in any form of harassment towards any individual.
 - k) Do not engage in any manner towards any individual that may be viewed as sexual harassment/abuse.
 - l) Do not engage in physical, verbal, emotional abuse towards any other person.
 - m) Do not engage in intimidating and/or bullying behaviour towards others.
 - n) Do not behave in any manner that may bring the reputation of the Club into disrepute.
 - o) Do not make improper use of inside information, your status, power and/or authority, whatever that may be.
 - p) Maintain confidentiality with respect to all information obtained in the course of any engagement and/or work performed on behalf of the Club.
 - q) Do not engage in the inappropriate disclosure, directly or indirectly, of any information regarding Club matters.
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